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. . . . The 153rd meeting of the CIA RETIREMENT

BOARD convened at 2:00 p.m. on Thursday, 4 March 1971, with the following present:

Mr. Harry B. Fisher, Chairman



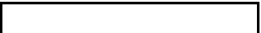
25X1

Mr. John S. Warner, Legal Advisor




25X1


25X1A9A

MR. FISHER:  This is a change

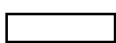
which is rather minor in nature but I would like the language of the Board to be such that in my letter going to the Director I can merely state this is a request for voluntary retirement on 31 December. This is a gentleman to whom we gave qualifying service based on his intent to retire 30 June, but the papers haven't gone anywhere yet. If the case had gone to the Director and he had signed it we would be in the position of having to ask for an extension. But since it hasn't gone anywhere I'm assuming the Board has no particular problem, since it's voluntary, of adjusting it to 31 December instead of 30 June. Okay. So rather than make a big thing out of this, in going forward it will just be a request for voluntary retirement 31 December 1971.

This is rather an interesting one and I guess it serves as a bit of a lesson to us, the administrators. 

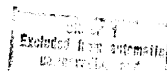
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came right to us initially requesting that he be taken out of  put under Civil Service because he would be better off -- just a straight:

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"I'll reach retirement age in July 1972, at which time I will have 37 and a half years of creditable service. To allow me to realize greater annuity benefit I request to be removed from  and transferred to the Civil Service in sufficient time for me to qualify under that system." So, that was

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pretty straightforward and we approved it. Well, then Lester Bush found out about it and said - "I wish somebody would have checked with me, because I don't want this guy for another year." Not only that but he brought the guy in and twisted his arm and convinced him that he should leave now

25X1 under [] So we now have from [] in view of the foregoing: 25X1A9A
"I respectfully request that I be put back in [] Having done 25X1
this back and forth business, there's very little choice here, really.

We considered it back in October, 1970, and the action was cut in November. [] Anyway, on the 8th of February his account was transferred to the Civil Service System, so we have to now bring it back from the Civil Service.

25X1A9A [] Wouldn't we automatically, though, send one that came directly to us back to the Career Service?

25X1A9A [] Did your memo to him have to go to Finance?

MR. FISHER: Yes, and I think that was what ticked this off, and Les called me right away.

Okay. So I assume, then, we have approval to

25X1A9A transfer [] back into the [] in which he is a qualified participant, 25X1
so that he may retire.

25X1A9A [] Do you also want to approve his voluntary retirement for 30 June?

MR. FISHER: I phrased it, I thought, in that way, that we are approving his return to the [] so that he may retire in May 25X1
or June.

Did anyone have any trouble with these rather long Minutes covering the 21 January and 4 February meetings?

25X1A9A [] The only question I have is whether []

25X1A9A [] should have been indicated as having attended that meeting.

MR. FISHER: Well, he was here as ex officio.

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Okay. Then we start with item 2.A., 15

year review on three participants who appear to meet the criteria for designation

as participants. I guess we can include 2.B. here -- [] 25X1A9A

hasn't quite reached that point yet. May I have a motion on these?

25X1A9A [] One thing on this first one of [] 25X1A9A

25X1A9A [] she was formerly in the System and then she resigned -- but at the

time she resigned she didn't have a vested right, so I'm having to bring []

her back for reentry into the System. If she had had a vested right I could

have brought her back without bringing this to the Board.

25X1A9A [] Recommend approval of all four cases.
Second.

. . . This motion was then passed . . .

MR. FISHER: Then we have 27 individuals who now have
passed the five year mark and meet the criteria for designation. I didn't
have any trouble with any of these.

25X1A9A [] I move they be approved.
Second.

MR. FISHER: Then we have a request for voluntary
25X1A9A retirement from [] who wants to retire on 30 June 1971 at the
age of 57, with 28 years of Federal service, 23 of Agency service, and 61
months of overseas.

25X1A9A [] Do you want me to [] read the
add ons here? There are four other voluntary retirements, all for 30 June.
I assume on any of these, I can move them back to May.

25X1A9A [] a Logistics man, 54 years of
age, 28 years of Federal service, 23 with the Agency, and 70 months qualifyng
service. [] SOD, age 51, 25 years of Federal service, 25X1A9A
19 years' Agency service, and 80 months of qualifying service. [] 25X1

25X1A9A [] Commo, age 53, 30 years Federal Service, 19 Agency, and 64 months

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of qualifying service. And [] age 53, 26 years of Federal 25X1A9A
service, 20 years of Agency service, and 77 months of qualifying service.

25X1A9A

[] I recommend we okay them.

Second.

. . . . This motion was then passed

25X1A9A

MR. FISHER: We move on, then, to []

FBIS, GS-11, wants a one year extension from June 1971 to June 1972. He has had a previous extension of nine months. He should have gone out in September 1970. The last extension for nine months was essentially an operational one. But as I read this one it's a little more compassion, plus the FBIS can use his talents.

Again, I can give you what was my thinking on it.

It seems to me he has to intensify his job hunting. He received an extension in November of 1969 and we haven't seen him since then. It's this tendency to relax once you get an extension. And for that reason I'm not too inclined to go ahead with a full year. I was thinking we might consider saying: Okay, 31 December, but you just better get busy looking for a job. I don't see any basis even for that, really, but I'm impressed with the fact that Jack Smith signed off on it.

25X1A9A

[] Well, Jack felt the same way when I discussed it with him - he felt the same way about the thing. But his being a GS-11 and in a not very high grade, was one thing, and then the mother problem - she lives in France and he's going back and forth [] all the time to see her -- so Jack Smith had no great problem with it. Of course the first time he tried to cut it off by the end of the fiscal year, he got the nine months. Then we discussed the on duty situation in the FBIS. But it was the two thoughts, really. He should be more active in seeking outside employment -- which he says he is, but you never know.

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25X1 [] Why don't we extend him to the end of the year and say he should contact the Retirement Division - Outplacement. He hasn't contacted them since 1969.

MR. FISHER: In a sense he would be getting 10 months to concentrate on trying to find other work. It comes through pretty weak to me.

25X1 [] He's one of these linguists that it's always nice to have, no doubt about it. They are hard to replace.

25X1A9A [] Isn't it a little unusual that with 22 years of service he has only 58 hours of annual leave?

25X1 [] And 80 hours of sick leave -- so he has been using his sick leave anyway.

25X1A9A [] A lot of it, yes.

MR. FISHER: How do you feel about this one, [] 25X1

25X1A9A [] I'll go along with the recommendation - somewhat reluctantly - with the proviso that somebody urge him, as you say, to find a job.

MR. FISHER: And I think we would still like to say that if he found a job earlier he would leave earlier.

25X1A9A [] Yes, that is why we worded it that way, that if he finds a job he will go out earlier.

MR. FISHER: I think you will have to admit, from the previous experience, once he gets the extension he will relax. But this will keep him going-- How about you, [] 25X1A9A

DR. WEBER: I'm very happy not to be in the role of the principal hatchet man here. And I certainly had the same misgivings that you (indicating Mr. Fisher) had -- but I wasn't going to say anything about it because I have something to say later on. But I think this is perfectly equitable here.

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MR. FISHER: I think we're ready for a motion.

25X1A9A

[] Move he be extended to the end of the year.

. . . This motion was then seconded . . .

25X1A9A

MR. FISHER: The motion is that [] be

given an additional six month extension and told quite clearly that he should renew his activity with the External Assistance people and retirement counseling and find other employment.

. . . This motion was then passed . . .

MR. FISHER: Next, []

25X1A9A

25X1A9A

[] Well, I did finally talk to Carl Duckett

25X1A9A about [] and I went through the whole development of the case and the way the Board would view such a thing as this when they are confronted with a memo which says that we not only are going to ask for this extension but we are going to ask for one after that, and one after that, and so on.

MR. FISHER: Bearing in mind, as I'm sure you did, that the previous approval pointed out: "The Board further recommended that the Director of ORD be instructed to attempt to secure a qualified replacement for [] during the two year period prior to the expiration of this extension." That went out 3 October 1969 -- so he really had a couple of years to try and find a replacement.

25X1A9A

[] Yes, October 1969.

Well, as is so often the case, what has happened here is that Bob Chapman just hasn't been [] carrying on a very active campaign of recruitment for somebody to take [] place -- and the 25X1A9A easiest thing, naturally, is to put in a letter like this, rather than go out and hunt for somebody. So I said in fairness to other people around here who

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would also like extensions I thought that we ought to look for some intermediate ground here for Harry, and I suggested first of all the end of this calendar year - 31 December - as a good round number. And Carl agreed. He said: I don't sign these things with any great enthusiasm, but when an office director comes in with a recommendation like this, I like to go along with it.

So I talked to Bob Chapman then about 31 December.

And he said - "Well, I really don't have anyone in sight as a replacement for Harry yet." So I said, "Okay, 30 June" -- and we kind of decided that 30 June 1972 -- which is quite a bit, by my way of thinking -- was a better date for Bob Chapman -- and [] himself gets [] lost in all of this, [] because we were really deciding among ourselves. So what I would like to suggest is that it be 30 June 1972, but that we also, though, put the bee

25X1

25X1A9A on [] that this is it.

25X1A9A [] What's the matter with letting him go to age 62?

25X1A9A [] Well, we do have a problem in our Office, I have people coming to see me every other week who go through all of their problems about retirement at age 60 and "What do you think about my chances of getting an extension?" And just because the guy can con his office director into signing a memo is no good basis, I don't think, [] for an extension. And this kind of bargaining is going on --

MR. FISHER: I think 30 June would be very helpful in terms of the Director also.

25X1A9A [] [] Then I also think about our TSD question, the number of TSD cases that we've had that simply because a guy is a specialist - and it's kind of hard to find some of these specialists - they don't do anything about recruiting for them.

And I also found out something quite interesting.

25X1A9A We talked about the [] case, as an example of TSD having a similar sort of thing, and Carl told me that he had actually offered people to Sid Gottlieb

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25X1A9A (Chief of TSD) as replacements for [] but that Sid didn't want them --
Sid wants to get them on the outside.

MR. FISHER: Well, the Director signed off on the

25X1A9A [] case, incidentally.

25X1A9A [] For an extension?

MR. FISHER: Yes. But Col. White had noted,
and so did the Director, that we did get Sid in here, and we did say this was
a terminal extension.

25X1A9A [] Well, I think we should use the same sort
of thing here.

MR. FISHER: There is no change in the wording here --

25X1A9A [] has already indicated 30 June. ^{OK} 12 ?

25X1A9A [] And Duckett did, too.

25X1A9A [] Yes.
And how will that be worded, then? -

that that will be the terminal date?

25X1A9A [] Yes. And then [] will have 25X1A9A
a little more than 30 years of service, and nobody can kick about that.

25X1A9A [] [] shouldn't our Minutes reflect 25X1

25X1A9A [] discussion --

MR. FISHER: Yes, they will. There's always the
question of how much we should put in our Minutes. Of course when anyone
wants to go into the case they end up asking for the verbatim record
anyway. We try to summarize in the Minutes.

25X1A9A [] Well, the Minutes should indicate I
talked with Carl Duckett and Bob Chapman.

MR. FISHER: I think our letter should say that we
subsequently reviewed this matter with both the Chief of ORD and the DDS&T,
both of whom concurred in the 30 June 1972 as a terminal extension.

25X1A9A [] Then we move to [] I found

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this rather interesting. He really [REDACTED] needs almost 13 months - 12 months and 26 days. I thought his comment here that, "Added to this was the fact that there had been a great relaxing of the Overseas requirement to join the CIA Retirement Program. As a result, I felt certain, and was unofficially assured, that four years of the frustration of Vietnam should equate to five

25X1A6A years in [REDACTED] Time and a half for Vietnam. It's too bad, but I have a feeling here is a man who is completely convinced that four years in Vietnam is worth five somewhere else.

25X1A6A [REDACTED] And I'm not sure but what he is right.

MR. FISHER: As I say, I'm sure in his mind he thinks that way.

But my review of his duty on the Cuban Task Force indicates that he was here at Headquarters all the time and apparently working in this operational room here. There were lots and lots of people working in that operational room.

25X1A9A [REDACTED] How about paragraph 7. b. of [REDACTED] 25X1A9A memo, Gordon? It [REDACTED] would seem to hinge on that. If he made frequent

25X1A6A trips down to [REDACTED] and so on, there might be enough in there -- I don't know.

MR. FISHER: [REDACTED] do you have much more to 25X1 give us on this?

25X1A9A [REDACTED] Not much more. I talked to Bob on this. This hinges on our own problem, you know, how we consider the [REDACTED] 25X1A6A operations service -- and we had decided, I guess, when it was put to an issue, that that service per se - simply serving [REDACTED] would not be the same 25X1A6A as serving overseas, unless you include these other factors --

25X1A9A MR. WARNER: [REDACTED] wasn't even [REDACTED] 25X1A9A 25X1A6A [REDACTED] No, he wasn't down [REDACTED] often 25X1A6A during this period.

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MR. FISHER: Do you know, though-- I think

the point Karl is trying to make is did he do this enough so he would have 13 months' worth - where he met in safehouses with agents and so on.

25X1A9A

[] I don't know how you would prorate the time - how often he actually saw agents. I don't think it was very often during that period. But he did work on the Task Force during that entire time.

MR. FISHER: Is there anyone who feels the Task Force duty is qualifying?

25X1A9A

[] Not the Task Force duty per se, no.

MR. WARNER: What about these two trips that he

25X1A6A mentioned to the [] How long were those trips? Can he get anything from that?

MR. FISHER: Do you think it might help to invite

25X1A9A [] in here and ask him?

25X1A9A [] He's in FI Staff -- you can call him up and try him. And you can probably get him here on short notice, I think.

MR. FISHER: [] can give him a call now. 25X1A9A

And we can move on to some other cases until he gets here. And Bill

Broe has a very carefully worded memo here, too -- which I think is a very honest one -- he says yes, [] did all the things that he says he did. 25X1A9A

25X1A9A [] You know, one of the factors is he volunteered to go back to Vietnam, but we didn't send him. This was last year. He was willing to put in the remainder of his time in Vietnam.

MR. FISHER: I thought in one place in his memo he said he felt he was sort of worn out --

25X1A9A [] That was with regard to extending for another tour in Vietnam [] after he had served the two tours.

25X1A9A [] No, I mean he offered to go back again after he got back here. [] This was separate -- not the back to back tours.

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MR. FISHER: We'll give him a call and see if he
can come up now.

25X1A9A [] was one of the
gentlemen whose arm we twisted when we were trying to identify those people
who were over 55, who had had what we considered sufficient time in grade,
and whom we could encourage by somewhat less than tactful means to retire
in order to try to get down to ceiling.

25X1 MR. FISHER: I notice he said he is ready to retire
in [] System but not under the Civil Service System. He would
face mandatory retirement, then, in September of 1972. So he would go
another 11 months with you if we don't put him in [] is really what 25X1
he is saying.

25X1A9A [] That is right.

MR. FISHER: Well, let's table this one for the
moment, then, until [] ^{can} get here. 25X1A9A

Meanwhile, let's go to the case of [] 25X1A9A
25X1A9A [] who is [] requesting a two year extension. Ed Allen has
obviously written a pretty good letter in his behalf, and Jack Smith has signed
off on it.

Robert, can you add anything more to this?
25X1A9A [] It would be pretty hard to add anything
to what Ed Allen has already said. As Ed indicates here, this went back
a good many years, as to whether to try to hold onto this fellow with the
depth and the knowledge that he has-- At that time he was talking about
going on into other fields. And that was when Jack wouldn't approve it then
because it was projected too far. I think Ed brings that out in his memo.
But Jack Smith gave an indication of how he felt about some of these cases
where you have good people, and he has always felt we should try to hold onto
these people until they're 62 - that is, if you want them, but face the fact
with them if you don't want them.

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25X1A9A

[REDACTED]

But in Allen's memo he says -

"...and it would be extremely unfortunate if we were to lose his services within the next several years" - as though he is projecting it beyond just the two years.

25X1A9A

[REDACTED]

No, no. As far as the DD/I is concerned

there is no desire to extend [REDACTED] beyond age 62. This is the same 25X1A9A situation that we have had before in these cases --

MR. FISHER: Well, you feel sympathetic, and yet

you know as far as Jack is concerned it would give him a tough problem -- because then in a case where you're trying to get rid of somebody you have that precedent, and they say, "Well, why did you give that extension to that guy--

25X1A9A

[REDACTED]

But Jack doesn't figure it that way. He

figures if he has a good man he will try to hold onto him -- and he thinks he should, for the benefit of the Director and the Agency. Then if not, he won't ask for it. And I think we have a case here today representing such a situation -- and I think he is right - let the operating official make the decision.

25X1A9A

[REDACTED]

Wouldn't it be more logical to extend

for just one year?

25X1A9A

[REDACTED]

Well, he's trying to look at the program

as such, and in fairness to the individual.

25X1A9A

[REDACTED]

But you said when it came up last time

25X1A9A [REDACTED] was thinking of moving out and developing another career?

25X1A9A

[REDACTED]

I wasn't in on that in 1967. Yes, the

individual was thinking of leaving the Agency -- because he had always thought he would like to work until age 65, and said he didn't understand when he came into the Agency that he would have to retire before that, and all of that. But didn't use this as a wedge -- believe me!

25X1A9A

[REDACTED]

No, but if he came to the DDI and said -

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"I want to work until I'm 65 - so should I get out now?" And the DDI
said, "No, you stay here, we need you--

25X1A9A [] No, no. He understood the situation.

Of course there were a lot of us wanting to hold onto him. It wasn't all
whether the man himself wanted to stay.

MR. FISHER: The man asked for an extension way
ahead of time --

25X1A9A [] No, the Office asked for the extension,
not the man. This was all operational.

25X1A9A [] But it says so he can plan -- it
doesn't say so we can plan.

MR. FISHER: Going back to 1967, I don't have that
correspondence --

25X1A9A [] Jack [] refused to send it along, because
he thought it was not the way to approach it.

MR. FISHER: He felt it was too far in advance but
there was no implied - "We will request an extension at the appropriate time" ?

25X1A9A [] No. It's in Ed Allen's memo here.
But Ed's memo says it was []

"in the interest of facilitating [] long-range planning..." 25X1A9A

25X1A9A [] But Harry didn't ask that -- Harry asked
what Jack said. (Reading) "He also stated his intention to be rather
lenient in asking for exceptions to the retirement policy where the benefits to

25X1A9A the Agency are as clear as those in [] case." That is what Jack
said at the time. It was projected too far in advance, but he did give an
indication he would be lenient in requesting an extension.

25X1A9A [] My point is that this man came to manage-
ment in 1967 and said, "I have to work until age 65, so will it be necessary
for me to step out--

25X1A9A [] It wasn't like that. It was all part of
just a general discussion. He didn't come in with a request per se, saying

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"I want to work until I'm 65, and can I do that?" This was all just a matter of a discussion with the individual - and "How long do you plan to stay around?" - and so on. But it wasn't a request from him.

25X1A9A MR. FISHER: [] is trying to help you

25X1A9A [] I think -- I think he's trying to say: Did the man have any reason to believe, because of Jack Smith's use of words - "This is not the time, and I'll be inclined to be lenient" -- Was it implied: "When the time comes I'll probably request an extension for you" -- and which might have been a factor in the man's staying here --

25X1A9A [] To 62 -- not 60. Because Jack made it quite clear when he went over this business of the way the Regulation reads-- He went over it quite thoroughly with his people about his feelings concerning this retirement age business.

25X1A9A [] Is [] irreplaceable? 25X1A9A

As an individual he is -- because some of these people who have the depth and everything else, you can't replace them.

25X1A9A [] I find that very hard to believe.

However, you can get people to take their place.

MR. FISHER: EdAllen says he doesn't have to go out and recruit -- he says he would replace him internally.

25X1A9A [] I don't believe in it at all. Here is a man who came into the Agency in October 1951 as a GS-13 and 10 months later they promoted him to a GS-14 - in 1952 - and he has been a GS-14 ever since 1952. We ran into this problem in the DDS&T a long time ago and we faced it by setting up special pay scales for specialists and so on - and, you know, the DDI could have been doing the same thing. I don't think this

25X1A9A [] really qualifies as the kind of specialist who is so uniquely qualified that you have to abridge your Agency policies for him. I just don't believe it.

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25X1A9A



That you have to do what?

That you have to modify your Agency

policies for a fellow like this.

25X1A9A

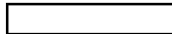


The Agency policy provides for exceptions.

I would think very rare exceptions.

And this one to me sounds fishy as the devil. We get these people all the time, Bob, who say - "Gee whiz! if I leave you're going to have to go out and find somebody, and train him up"-- That is no argument. And I think that is what this guy is taking advantage of. He has known since 1957 that there was an Agency policy that called for these people --

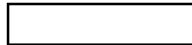
25X1A9A



It's the idea of trying to hold on to a good

person -- and the longer we hold on, the better.

25X1A9A



I think there is a great inconsistency in

the record, then, because if this guy has been a GS-14 since August 1952, that doesn't sound to me like he is so expert that you can't live without him. I think there is a great management inconsistency then.

25X1A9A



He is not running a Branch. He has

a specialty.

25X1A9A

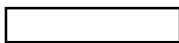


Then you ought to be able to find somebody

to do the same thing he is doing. I don't see how you can find that a

justification to change the Agency policy--

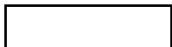
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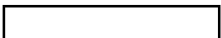
Well, I'm not going to sit here and argue

with you.

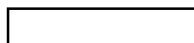
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I go back to the argument I had when we

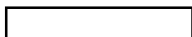
were considering  and that is that it doesn't seem to me that 25X1A9A this Board can sit back and say - when a DD has said "I need this man for official purposes" - I don't see how we can challenge that.

25X1A9A



But this case is a little different, though,

than the case of 



25X1A9A

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25X1A9A

Of course it is! It's a different

level of activity entirely.

MR. FISHER: Charlie, I'd like to get you off of that kick. I realize you feel that way about it. I think sometimes they sign these things almost hoping we will reverse them. And I'm sorry but I think we have to stand up and be counted. Just to give you an idea, Charlie, we discussed at some length at a Deputies' Meeting whether career agents and contract employees should be embraced within the 60 years of age retirement policy, and at one point Tom K. was willing to go along with it but he thought that DD's should be able to extend career agents and contract employees themselves -- and it wasn't bought -- "No, the Director will extend career agents." But it was a big gesture - you can do it on contract employees and then you will document this to the Director of Personnel so he can sort of take a look at it.

25X1A9A

Really what I'm saying is I think Colonel

White should talk to the DD's and say, on this, "This is a matter of you knowing what you have to have and when you come forward saying this man is so valuable and indispensable, we're going to buy it -- but you must consider it seriously before you sign the memo."

MR. FISHER: Maybe it's because I sit there and have to discuss these things with Col. White. He doesn't want to have to get it cold from a DD, because when he gets it from a DD he wants to massage it and satisfy himself that it's legitimate, and he is looking to the Board to do it for the Director and for him, and come up with: This looks good - or it doesn't - or to split the difference. He is looking for some help from us. If he didn't then there is no sense in extension requests coming through here. And I think this was a very knowing decision, that it go through the Board and we have some input. He doesn't have to buy it if he doesn't want to. He will know that Ed Allen and Jack Smith asked for three years and we turned it down, and he can cross ours out and say, "I approve the whole three years."

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25X1A9A [] But Ed Allen and Jack Smith know a whole lot better than we do whether this is a case where the man is indispensable.

How can I judge this?

25X1A9A [] That was the question I asked: Is he irreplaceable or indispensable.

25X1A9A [] The [] case and this case - they're all the same. What is the difference?

25X1A9A [] I think the Board has a function in looking at each case on its own merits, and I think we have a right to look at the track record of the man --

25X1A9A [] But we can't judge his expertise in the metallurgical field--

MR. FISHER: But Ed Allen says: "This Office has other analysts who are competent to respond to requests for intelligence assessments and support on foreign metals industries. However, none has 25X1A9A [] depth of knowledge and intelligence experience, or enjoys his reputation as an expert."

25X1A9A [] Is [] at the end of the line here? 25X1A9A Why didn't he move up?

25X1A9A [] He's one of these fellows in OER where this is the senior level for them unless they go into supervisory responsibilities. This is the senior level of an analyst. And this fellow is very knowledgeable--

25X1A9A [] You have no supergrade level analysts in the DD/I?

25X1A9A [] We don't have any supergrade analysts. We have one SPS in the whole Directorate and that's over at NPIC.

MR. FISHER: Well, I still like Gordon's recommendation to extend just one year. I don't see enough here-- And maybe it's a compromise, which is sometimes worse than deciding one way or the other.

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But if they can go to June of 1973 - that is over two years - I don't see why they can't prepare somebody to take his place in all of that time. And it doesn't close the door -- if they are completely unsuccessful they can try again. But I really don't see enough here--

25X1A9A [] Excuse me - if they're unsuccessful in what? They are not recruiting for this position.

MR. FISHER: Unsuccessful in on-the-job training.

25X1A9A [] In developing somebody else up to his level.

25X1A9A [] To me this is Ed Allen saying: I know you have a policy but I don't think it applies to me.

25X1A9A [] No, it isn't that at all. You are absolutely wrong. I don't buy that at all - I don't care if it's Allen or who it is.

25X1A9A [] It's the Directorate concept-- And he's trying to keep his concept alive by dropping a case in now and then.

MR. FISHER: Well, I think from the very outset Jack Smith had said - " Okay, I'll be a party to this and I'll go along with establishing this retirement policy, but I, the DD/I, will have exceptions that I'll request" -- and I think we have accepted that. But I think there is a big difference in requesting this for some office head-- But for a GS-14 economic analyst, I think we are just having a little trouble saying that they need over three years to provide the training to replace [] 25X1A9A

25X1A9A [] I don't think he is quite saying that -- I thought he was saying that he has a valuable man here who has a lot of savvy and is pretty well accepted--

MR. FISHER: Then that is changing the policy, though -- to me, Bob. Then he is saying: "Any valuable man I have will stay until 62."

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He is almost going to make the exception be - "I'll let the guy go at 60 if he is a [REDACTED] meathead. "

25X1A9A [REDACTED] We haven't had that many cases coming through here.

MR. FISHER: But that to me is one of the jobs of this Board, to try to hold them down.

Well, we seem to have a split vote here. Let's see where we are by trying a motion of one type or another.

25X1A9A [REDACTED] I make a motion he be extended for one year and that it be reexamined at the end of that time.

25X1A9A [REDACTED] I second that.
I'll go along, but I think we ought to express our concern here.

MR. FISHER: Right! I think we should express our concern and in the letter make it quite clear that this extension until [REDACTED] 1973 provides well over two years to train an adequate replacement -- and we are not calling it a terminal extension necessarily.

25X1A9A [REDACTED] But encouraging them very strongly to find a replacement.

. . . This motion was then passed . . .

25X1A9A [REDACTED] I'd like to make a statement before you bring [REDACTED] in. Our problem [REDACTED] seems to be entirely 25X1A9A-
opposite that of the other Directorates. We can bring any case we want to
to Tom K. and if it's to retire somebody early [REDACTED] will approve it without 25X1
even listening to the statement, but if it's for an extension we have to prove
for weeks that he is worth extending for even one month -- whereas [REDACTED] here
we find the opposite case. [REDACTED] is one of these. We have been 25X1A9A
twisting his arm vigorously for months, and he finally has said - "Okay, I'll
leave." He said - "Do you want to get rid of me?" - and my answer was

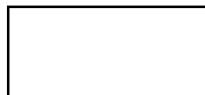
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"Yes" - in blunt terms. And we tried to make the justification as strong as possible. It's to try to get down to ceiling -- which we are not going to make with this one, but it's one more toward the goal. I'm just crying on your shoulder on this. But he is one of many that we have approached in this way, not because of incompetence but simply because we thought he was old enough, had had enough time in grade, and could be replaced. He certainly is not irreplaceable, even though he has unusual talents.

MR. FISHER: Would you have preferred that I didn't bring him in here?

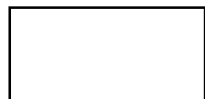
25X1A9A



No, no. Bring him in here.

But my point is, aren't the other DD's doing the same thing on these extensions?

25X1A9A



I know one that isn't!

I know DD/S is.

MR. FISHER:

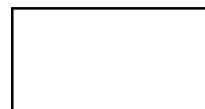


will sign anything on qualifying

25X1

service --

25X1A9A

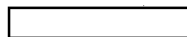


To get them to leave.

I'm only talking about these extensions

where they say, in effect, "I have to have this man."

25X1A9A



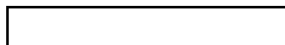
we have to make a

25X1

very strong case or he won't listen to us.

25X1A9A

. . .

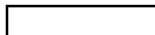


joined the meeting

at this point . . .

25X1A9A

MR. FISHER:



we were considering your

case and knowing that you were so near by we thought maybe you could come and clarify some of the time involved here.

I must tell you first that we are all pretty familiar

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with the Cuban Task Force as it functioned up here, and we find it difficult to get qualifying service out of that. But we are trying to narrow it down, since you need approximately 13 months, to how much time you spent--

For example, you visited [] 25X1A6A

25X1A9A [] Not very much time! No, not very

much time, honestly. I was working on the targeting. I went down there and worked some with the men who were going in. And then I went

25X1A6A on [] trip. And previous to that, of course, I was [] 25X1A6A

at the very beginning of the thing.

MR. FISHER: As I think you know, the credit for

[] are built in. 25X1A6A

So these were rather infrequent trips?

25X1A9A [] Yes.

MR. FISHER: What about trips to the [] 25X1A6A

25X1A9A [] I was up there two or three different

times. That was really the most interesting thing I did.

25X1A9A [] Was that over quite a period of time?

25X1A6A [] Well, I started out by working out at 25X1A

[] helping on the whole design of the [] Then I went to the

25X1A6A [] and was up there I think two or three different times

supervising the measuring and so on -- each time for two or three days.

MR. FISHER: And I guess it would be fair to say you probably didn't spend over three or four weeks with agents --

25X1A9A [] All together, yes, that is right.

MR. FISHER: Okay. We wanted to zero in on those particular points while we're in this discussion. Does anyone else have any other questions on this? (No response.)

I'm sorry you got so much bum information - like it's now easy to get domestic qualifying service --

25X1A9A [] Oh I've heard that from time to time -- but

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I make an evaluation of these things--

MR. FISHER: And like time and a half for Vietnam

duty.

25X1A9A

[REDACTED]

I didn't believe any of them. I've

been in this outfit too long!

MR. FISHER: I'm sorry we had to ask you to come

down here, but this seemed the quickest way to do it.

25X1A9A

[REDACTED]

One last question I have, what kind of

25X1C4D

[REDACTED]

25X1A9A

MR. FISHER: Okay. Thank you very much, [REDACTED]

25X1A9A

[REDACTED]

Thank you very much.

25X1

. . . [REDACTED] withdrew from the meeting

at this point . . .

25X1A9A

[REDACTED]

didn't say it, but

he did "practice under conditions of employment requiring the continuing
practice of most stringent security and covert tradecraft procedures to maintain
personal cover . . ." etc., as per (11)(b), when he was down [REDACTED]

25X1A6A

MR. FISHER: Oh yes, but he needs 13 months of it.

And, you know, we are not that precise -- but I have a feeling I was going a
little heavy to say three or four weeks -- it was probably two trips of three

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days each -- because he sure blew that off in a hurry!

I don't know -- I have a terrible time with it.

And I feel badly for the management aspect of it. Does anyone see 13 months of qualifying service here?

25X1A9A

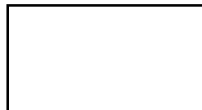


I do!

I'm wondering if there isn't some way of the Board expressing some [REDACTED] sympathy with management's problem in a case like this.

MR. FISHER: I get this with great regularity--

25X1A9A



If we had to do it ourselves --

The point you (Mr. Fisher) raised when the meeting opened about whether two years in Vietnam should be considered as five years elsewhere, I know we can't make a policy to that effect but I sure as hell think it is. And as I say, [REDACTED] did come in 25X1A9A and for these few months he needs he did volunteer this past year to go out and serve another tour, a third tour, but we decided against it -- so he would have been willing to take a third tour to get his five years in. It was our decision, not his, that he not go back out. And [REDACTED] wanted him 25X1 back -- he could have used him.

MR. FISHER: I'm afraid that that in turn would open up a whole rats nest, because then you would have people wanting credit for service in [REDACTED] during certain periods - 25X1A6A that you should get credit for that --

MR. WARNER: It's more than just policy, unfortunately, too. I think we have the law to contend with.

MR. FISHER: The statute says 60 months of qualifying service.

And nobody wants to get down to ceiling and particularly the DD/P down to ceiling, any more than Col. White does. And yet I don't know how I could explain to him-- [REDACTED] do you really 25X1

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believe it's qualifying service? or would you like to see it as qualifying service? (No response.) Does anyone else feel that it is? Do

25X1

you, []

25X1A9A

[]

No, I can't see it.

MR. FISHER:

[]

25X1

25X1A9A

[]

I'm afraid not. But I have great

sympathy --

25X1A9A

[]

I wonder if in a case like this whether

you couldn't describe what the steps were in coming to this proposal -

25X1A9A i.e., urging that this man [] move on -- and follow [] 25X1A9A

suggestion, and can the Board be given additional authority to judge some of these cases where it's very definitely in the Agency's interest to move the man out.

25X1A9A

[]

Not the Board but --

MR. FISHER: We would get murdered. As a matter of fact I think that while Col. White defends it, I think he is sorry that he ever had this 1969 business.

MR. WARNER: I think he is too.

MR. FISHER: I think he's sorry he ever put out that 1969 memo.

25X1

[]

That is when this one started.

MR. WARNER: It seems to me we have a further problem here, because this Board as a group has never been able to accept JMWAVE duty automatically, so how can you accept the Task Force duty at headquarters?

MR. FISHER: That's it.

Let me just digress here for one minute. We are working hard and getting nowhere on trying to rewrite (11)(c), and if any of you have any ideas, we would welcome them. I don't want to take up a lot

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of time here -- you all know the story. But when I know Jim Angleton is coming down to talk to me about a CI case and I look at (11)(c) and I see language which says - "The nature of my work was such that I can't divulge it on the outside" or "The nature of my work was such that there is no counterpart" - and Jim is coming down to see me about some woman in CI who is doing things she could never [REDACTED] tell anybody and which, obviously, have no counterpart, I start out behind the 8-ball trying to convince Jim Angleton that we don't really mean exactly what we say there. Well, if we don't, then we ought to change the language.

Now John Warner and I have started to write something, but I'm almost coming around to there's no way of licking it except getting it completely out of there and throwing in something else - like "or for other reasons acceptable to the Director" or something. But we are almost encouraging people -- and they use these exact words out of the Regulation every time! -- and the fact is we don't accept it, and this is what is really giving us fits. So as I say, we are playing with it, but we haven't gotten anywhere -- because those of you who have talked with the Director know that he wants to keep it tough, and he still looks upon it as a rare case to qualify under (11)(c).

25X1A9A [REDACTED] It was interesting, [REDACTED] when I [REDACTED] was giving [REDACTED] 25X1

25X1A9A [REDACTED] some of the background to read, and I went back in our records, and I saw a note there where this Board had voted and agreed to change (11)(c) -- and said that obviously this will [REDACTED] only be in very rare cases, or something like that -- but then we never went ahead and did it. Even that would be a little help.

Well, as I say, any of you who can think of something that would not be confusing to the employees and yet would give us some flexibility when we had unusual cases, we would be glad to hear anything you had to say.

25X1A9A [REDACTED] One last word on the other point, and that is I take it this case is a deadwood case, and we have had a number of cases that were clearly deadwood and we were asked to [REDACTED] consider them pretty much from

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that standpoint. We are in a surplus situation, we are going to have to get rid of a number of people, and don't we need some flexibility in eliminating deadwood, rather than having to force somebody out who is not deadwood?

25X1A9A

[] This is really what is going to happen to us in this case and a number of others you're going to get from us. They are willing to go, they are deadwood, we want them to go, and all we need is a little qualifying service. If they don't get it, we are going to be zeroing in on somebody else.

MR. FISHER: Obviously nobody has to spell this out for me. I really understand it.

25X1A9A

[] Would Colonel White buy this kind of an argument? And maybe a deadwood case comes down with a couple of asterisks beside it --

MR. FISHER: But ultimately you have to either give qualifying service or you don't. And you put them in [] Once you do 25X1 it for the deadwood then what do you do for the next guy who comes along and has similar type of service but is not deadwood and he wants out.

25X1A9A

[] You look at the Agency as a whole, and the good of the Agency. And obviously some of these deadwood cases ought to move out rather than our other people who are not deadwood.

MR. FISHER: I couldn't agree with you more! But he obviously is not bad enough to force out under discontinued service.

MR. WARNER: And [] really what you are saying 25X1 is - "Well, let's don't follow the spirit of the law and our Regulations" --

25X1

[] No I'm not! I'm saying that generally we follow that.

MR. WARNER: But we make exceptions.

25X1

[] Right.

MR. WARNER: Well, that's what Col. White did once.

25X1

[] But he did that on a broadscale basis.

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MR. FISHER: Because he realized it's very difficult to pick and choose and say - "This is okay for this man, but it's not okay for this other man."

25X1A9A

situation.

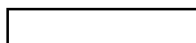


I say it wouldn't be an easy judgment

I think we ought to talk to Col. White on this idea that Charlie has --

MR. FISHER: I have done it many times. I'll be glad to do it again.



25X1A9A



I'll be glad to do it with you and make

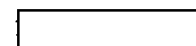
our case. What we have done separately from this Board -- and you (indicating Mr. Fisher) are aware of it -- what we did last year when we knew we were in this critical situation on ceiling, we simply made up what we called a surplus list for people in this category that we could well get along without. Not bad employees. Some had been in grade as long as this other case we just had

25X1A9A

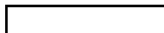
 but most of them not. And then we just used our internal arm twisting methods, in which we were pretty successful overall and got rid of a lot of them. But  here was one whose arm couldn't be twisted. 25X1A9A And finally he had given in!

MR. FISHER: But for the long view is it worth bastardizing the System? I don't know how many there were. It sounds like a lot. But if you had eight over the last couple of years, that's a lot of people -- who you wanted to get out and they would only go if they went CIARDS.

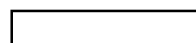
25X1A9A



There aren't many. Most we are able to urge ourselves. There are few that come to your attention but on these few we need your help.

MR. FISHER: Now I don't know about  -- 25X1A9A

25X1A9A



He is in that same category. We are still working on him.

MR. FISHER: I'm saying either they have gone out under

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discontinued service --

25X1A9A [] has only 23 years of service.

MR. FISHER: But we're still only talking about the three and three-quarters percent more. And I'm saying we would break a whole System apart by putting [] someone in who doesn't have qualifying service, for the sake of getting rid of maybe three or four people a year.

25X1A9A [] If it's a choice of bastardizing the System or the Agency, I would say bastardize the System.

25X1A9A [] There will be a lot more than three or four this year!

MR. FISHER: Of people who would go out if they were in CIARDS?

25X1A9A [] Who would go if they were in [] 25X1

MR. FISHER: Could you give us a list just as something to serve as a jumping off point so we really know what we're talking about?

25X1A9A [] Yes.
I'm sure the DD/S could. And I think the DD/I could.

25X1A9A [] couldn't.
Why not, [] In the spirit of 25X1
what we're talking about here you are just as eligible as anybody else. The Board is talking about the interest of the Agency.

25X1A9A [] I don't have many people that only need 13 months. I have one fellow out [] now.

25X1A9A [] So, even if you need 60 months. The Board is talking about using the System as a way to get rid of deadwood. Conceptually you are the same --

25X1A9A [] We worked on a lot of them on this voluntary/involuntary business. We had some 30 cases then.

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MR. FISHER: [] again, I understand, but

25X1

the thing could get out of hand.

25X1A9A

[] Not if we control it.

MR. FISHER: Once you start using this System as a whipping boy for getting rid of people --

MR. WARNER: Then along comes your really topnotch employee who says - "I did the same thing. You reward the poor performers and what do I get?" Boy!

25X1A9A

[] What you need is another Board, and in a case like this it would go to the other Board. Keep it out of the retirement situation. Let it go to another Board.

MR. FISHER: Because if you have the precedent then the next case might be a guy who isn't going to retire but who would just like to get into the System.

25X1A9A

[] But all of these are arm-twisting cases, aren't they? so unless there's a signed retirement application--

MR. FISHER: Well, I'll certainly bring it up again, and I'd like to get Tom K., and you, and Col. White all together again.

25X1A9A

[] It would be the very rare one you would get that had had no overseas service at all.

MR. FISHER: But it isn't even written in the Regulation that you do this when they are willing to retire.

25X1A9A

[] I feel there should be some argumentation for the qualifying service. I don't think this should be used merely as a means of getting rid of people. After all, this man [] had four years of 25X1A9A tough overseas service, plus partially qualifying service at least. Our problem is to bridge that gap -- or my problem, at least.

MR. FISHER: Well, I think we have a motion and vote on [] don't we?

25X1A9A

MR. WARNER: I think you've got a consensus.

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25X1A9A

[redacted]

Based on present policy, I don't think

there is any choice here.

. . . The motion to disapprove the request of

25X1A9A

[redacted]

for membership in [redacted] was

25X1

then seconded and passed . . .

MR. FISHER: Next, the case of [redacted]

25X1A9A

MR. WARNER: Why didn't this one go through his

Office head?

25X1A9A

[redacted]

at is what I was wondering about.

Col. White would be approving it

before it came to the Board.

MR. WARNER: But at least it should go through his

Office head.

MR. FISHER: It's sort of annoying to have it come to

us signed off by [redacted] who is the administrative officer for the Office

25X1A9A

of the DCI.

MR. WARNER: Well, Harry, I almost said that.

MR. FISHER: There's nothing here.

MR. WARNER: The Board searched diligently for

qualifying service and couldn't find it.

25X1A9A

[redacted]

called me about sending it

through for the signature of the head of the Career Service and I said don't - -

MR. FISHER: Col. White doesn't have any trouble

doing this. He has done this before. I think his signature means that the

case should be reviewed by this Board. And Col. White will do that. It

will come back to us.

MR. WARNER: Why can't it go through [redacted] Office

25X1A9A

head?

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MR. FISHER: As a matter of fact it should go through his Office head. And I have no trouble sending it through Col. White -- he has done it before.

25X1A9A [] Oh, I see it went through Mr. Parrott.

MR. FISHER: But he didn't sign anything?

25X1A9A [] Yes, he signed the bucksheet.

25X1A9A [] Nothing in here indicates that [] 25X1A9A was ever chief of anything, was he?

MR. FISHER: I do feel we would be rather [] bureaucratic to send it back--

John, what do you think? is there any point in sending it back? It's such a clearcut case-- I think we would just bother everybody.

Well, let me talk about the case. [] 25X1A9A makes the point he has served 15 years with the Agency, and one year and eight months of this was abroad. He also indicates his prior Agency service -- which has no bearing on the case. Since 1965 he has been with the staff of the DCI, NIPE, which would not in any way appear to be qualifying service -- and in that capacity he did two periods of duty in the Office of the Secretary of Defense, which again would not seem to meet any of the criteria of qualifying service.

25X1A9A [] I'd like to point out a discrepancy here. He says amounting to four years. Well, when he finishes his current tour in September 1972 it will amount to four years -- but not currently.

MR. FISHER: In any event, there is an implication he thinks that is qualifying service.

His main claim to qualifying service seems to be that he has been concerned with highly classified programs involving the entire U.S. intelligence effort, and we have, of course, many times ruled that that in itself is not qualifying.

With this background, and the knowledge that all of

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you have carefully reviewed this case, I think we are ready for a motion.

25X1A9A



I move that it be disapproved.

Second.

. . . This motion was then passed . . .

MR. FISHER: We have three 15 year reviews, all three of them a little on the unfortunate side in that just a little over three months is lacking in the case of [REDACTED] just seven months in the case of [REDACTED] and just nine months in the case of [REDACTED]. I can only hope that all of these people will subsequently have an opportunity to acquire that service. Based on the fact that they do not have qualifying service -- and they are all aware of what is [REDACTED] happening to them -- I would like a motion that we transfer them out of the CIARDS.

25X1A9A
25X1A9A
25X1A9A

25X1A9A



So move.

Second.

. . . This motion was then passed . . .

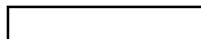
25X1A9A

MR. FISHER: The next case is [REDACTED] who is looking for domestic qualifying service. He's 52 years old, has had 25 years of Federal service, 23 of Agency service, and he needs 16 months of qualifying service. If he is put in the CIARDS, he will retire on 30 June 1971. This is a gentleman who cannot otherwise retire until age 55.

I had a little trouble with this only in that I felt there wasn't enough information on which to make a judgment. He is a CI member and we know that that carries with it the possibility that he was in something that might have involved tradecraft. He does say that he met with agents, [REDACTED] but it isn't clear how much of this type of duty he did.

25X1C

25X1A9A



Continuously in his case, I would say,

in that section.

SECRET

MR. FISHER: Well, I was going to say we ought to get him down here -- and not necessarily today. But do you have any specifics on it?

25X1A9A

[REDACTED]

No, except that Jim Angleton [REDACTED] briefed us on this one a little more than the one he talked to you about. And of course Jim could address himself to you personally on this one. But in this particular section of course they meet with visitors every [REDACTED] month or so for a week at a time, and these people are coming and going all the time. All I'm told is that he goes out and meets them.

MR. FISHER: We're talking about foreign nationals now?

25X1A9A

[REDACTED]

Oh yes!

25X1

[REDACTED]

It wasn't clear whether they were also

CI officers from other countries --

25X1A9A

[REDACTED]

They're intelligence officers from other countries, people interested in international Communism problems, and they have their own special little exchanges.

25X1A9A

[REDACTED]

That's a little different than practicing tradecraft in meeting agents.

25X1C

MR. FISHER: Why all the

[REDACTED]

25X1C

[REDACTED]?

25X1A9A

[REDACTED]

Jim Angleton, and the CS generally,

try to keep these people from discovering [REDACTED]

25X1

Well, that's practical up to a certain limit. I don't know if this man was

25X1

[REDACTED]

know how much--

MR. FISHER: Now I'm basing this on some of the

25X1

other things that [REDACTED] told me, but I would have thought that a lot of them

SECRET

~~SECRET~~

25X1A9A [] When I reviewed this case I was favorably impressed.

25X1A9A [] With 15 years with these type of contacts he has done a lot of recruitments through the years and has had a lot of operational activity - enough to justify what he needs, anyway.

25X1A9A [] It's unfortunate when they put in things like he has in his paragraphs D and E here.

MR. FISHER: Well, the guy gets going in writing about these things and thinks maybe he will help his case a little more -- But in some ways he weakens it.

25X1A9A [] I move that we approve this one.
Second. Put it on the basis of his 15 years in it -- you know, we have a statement we use for that.

MR. FISHER: And the additional information made available, etc. Yes.

. . . This motion was then passed . . .

MR. WARNER: Before you go to the next case, [] 25X1
You raised the question earlier about Jim Angleton briefing you on a specific case but he doesn't want to come to the Board, and wouldn't come to the Clandestine Services Board. You don't have to refer it to this Board -- you can act on it on your own.

25X1A9A [] Jim didn't want this [] case 25X1A9A
in here, by the way.

MR. WARNER: It doesn't say very much.

Well, I just wanted to remind you, [] 25X1

MR. FISHER: I honestly don't know how I'm going to handle this other one.

MR. WARNER: If it's good enough, act on it. Or come in and talk to us about it.

~~SECRET~~

~~SECRET~~

MR. FISHER: I couldn't just give you the case and then just sit back and say, "Well, you have all read what it said there." Well, I'd still like to try it when I get it again --

MR. WARNER: Do you think it's a good case?

MR. FISHER: It's asking for a full five years of qualifying service -- which is what bothers me.

25X1A9A

The next case is This is a request for a six month extension under Civil Service -- and with a pretty poor argument, obviously. He says: It would give me a bigger annuity if I worked six more months. But here both the Director of Security and the DD/S have voted against it, so I see no alternative.

25X1A9A

I move that it be disapproved.

. . . This motion was then seconded and passed . . .

. . . The meeting adjourned at 3:30 p.m. . . .

~~SECRET~~